



# Waking Night Support Worker

## Phase One

### Job Details

Ref: 027

#### BHT Sussex

BHT is a charity and a registered housing association working in Brighton and Hove, Eastbourne, Hastings and other parts of Sussex.

BHT's Mission is to combat homelessness, create opportunities, and promote change and aims to achieve this Mission through a network of interlinked projects. By providing direct, practical services combined with a commitment to challenge the causes of poverty and inequality, we hope to achieve a supportive structure which men and women can use in a variety of ways to improve the quality of their lives.

For more information please see BHT's website [www.bht.org.uk](http://www.bht.org.uk).

#### Project / Department Details

Phase One is a 52 bed high support hostel, social care setting, for single homeless men and women funded by HRS (Housing Related Support, BHCC). All clients have multiple complex needs and our work is focussed on providing safe, secure accommodation while addressing each resident's individual support needs by providing tailored support packages to support clients towards living more independently.

Using psychologically informed and trauma informed practice we work with clients to increase self-esteem and create a space where they can begin to address the issues at the root cause of their homelessness, make the changes necessary to lead more settled lives, and realise their aspirations using a personalised, goal centric support planning process. We work with clients who are using alcohol and substances and encourage them to examine their substance use issues and take positive steps towards their recovery and abstinence.

A key feature of the service is that clients are supported towards moving from the main body of the project into medium and low supported step-down accommodation in our pre-tenancy flats, currently Recovery Focussed, where the focus of support is on preparation for move on into independent accommodation. Clients living at the project undertake a specifically designed life skills programme, The Programme for Change, to gain the skills necessary for sustainable independent living.

The client group is referred into the project by Brighton and Hove City Council's Housing Options Team.

## Job summary

Two Waking Night Support Workers are responsible for the safety and security of Phase One between 10pm - 8.30 am, ensuring that the building is safe, the clients are well-supported and that reasonable behaviour levels are maintained.

The Waking Night Support Workers will assess risk, manage incidents, and provide person-centred support to ensure the safety and wellbeing of all residents throughout the night.

Waking Night Support Workers must remain awake for the duration of the shift.

An enhanced DBS Check (Disclosure and Barring Service) is required on all successful applicants as a condition of employment.

## Salary

Salary is paid monthly in arrears and will be £23365 per annum plus an Anti-Social Hours Enhancement of £2244 per annum. An employer's pension contribution of 5.5% is also paid and reviewed annually.

## Hours of Work

The hours of work will be an average of 37 per week 52 weeks per year. The rota is based on a four-week rolling rota, hours of work are 10.00 pm-08.30 am, and will include weekdays and weekends depending on the rota sequence. Flexibility will be required. BHT Sussex does not pay overtime but will grant time off in lieu if agreed by the service manager. *Participation in responsive on call cover if support is required out of hours.*

## Annual Holidays

The annual leave entitlement will be 185 hours (25 working days), rising 1 day for each year of service to a maximum of 222 hours (30 days) pro rata. All public bank holidays are granted with two extra statutory days, to be taken over the Christmas period.

**Closing Date:** 12 noon, Thursday, 3<sup>rd</sup> February 2022

**Interview Date:** Thursday, 10<sup>th</sup> February 2022

**We regret that we are unable to reply to every job applicant. However, if you are called for interview, you will be notified within seven days of the closing date.**

**An Enhanced DBS Check (Disclosure and Barring Service) is required on all successful applicants as a condition of employment for this post.**

**BHT operates an Equal Opportunities Policy**